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In a letter to all Chicago Archdiocese Roman Catholic parish schools, Albert Cardinal Meyer quotes a pledge, made by the Chicago Conference on Race and Religion, for fair employment practices in church-related institutions. He states the regulations to implement this pledge. Fair employment regulations for lay teachers and mimimum qualifications for all newly employed lay teachers are listed. Parish schools should obey the regulations and cooperate in advancing racial harmony.

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INTEGRATION IN CHURCH SCHOOLS

Albert Cardinal Meyer

Letter from Albert Cardinal Meyer to all Chicago Archdiocese Roman Catholic parish schools, April 9, 1964.

Dear Reverend Father:

The Chicago Conference on Race and Religion, of which the Archdiocese of Chicago is a sponsor, has made the following pledge for fair employment practices in church-related institutions:

> Because God has made us one human family and has asked us to safeguard the rights he has given all His children, and because the standards of Christian and Jewish institutions should reflect greater awareness of the problems of justice than is at present reflected by the standards of contemporary society—
> We pledge ourselves to a policy of hiring and upgrading employees in this institution solely on the criterion of ability to perform the required work and further pledge ourselves not to discriminate against any employee or applicant for employment because of race, color, national origin, or creed (except in those instances in which religion is a proper job qualification).
>
> We pledge, moreover, to take affirmative action to make this policy effective.

To fulfill this pledge in our schools I have directed our School Board to prepare regulations for fair employment of lay teachers and at the same time to develop minimum academic and professional qualifications for all newly-employed lay teachers.

The following regulations, recommended by the School Board have my approval and are to be observed in all parish schools.

1. Efective April 15, 1964, all applicants for lay teacher positions in parish schools must obtain a *teaching permit* from the School Superintendent's office before they are employed.

   Teaching permits will be issued to applicants who present proper credentials and report for a personal interview at the Superintendent's office. This regulation will not apply to lay teachers presently employed in parish schools in the Archdiocese of Chicago.

2. Applicants qualified to obtain teching permits will be informed about available positions registered at the Superintendent's office and will be advised that they may apply for a position of their choice.

3. Committed to fair employment, the Archdiocese must insist that pastors employ qualified applicants regardless of race.

   Preference on the basis of race is forbidden.

4. Pastors have the final responsibility for making sure that fair employment practices are followed in the employment of lay teachers.

Confident that you will understand the necessity of these regulations, I now ask that you go beyond them by making a zealous effort to include, as far as possible, both white and Negro lay teachers in the faculty of your parish school. A racially integrated faculty will teach our children lasting lessons on the virtues of racial justice and love. To give school children good example is a paramount duty incumbent upon all educators, and especially upon Catholic educators.

With this letter you will find a copy of a form for a "racial headcount" (of faculty and students) which the School Superintendent's office has sent to all grade and high school principals. Please direct your principal to answer the questions on the form and return it to the Catholic School Board. The data produced by this inquiry will be useful for our ap-

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praisal of the extent of racial integration in our schools.

In closing may I say again that responsibility for racial justice and charity rests upon us all, priests, religious, and laity, not only in Chicago but also in suburban areas. For that reason I seek your full cooperation with our archdiocesan efforts to advance the cause of racial harmony and love.

With blessing and best wishes, I remain

Very sincerely yours in Christ,
ALBERT CARDINAL MEYER
Archbishop of Chicago

Question:
I wonder, Dr. Davis, have any of your talents or suggestions ever been sought by the administration of the Chicago public school system?

Answer:
I was invited to one meeting about five years ago when they were trying to get several million dollars from the Ford Foundation. That's the only time.

—Dr. Allison Davis, at a public meeting in Chicago, March 12, 1964.